

## 2016 AVC National Referees Chairperson Seminar & Coaching Workshop



Photo: Oceania Volleyball with the Belgium Mens Team.

Dave Fa'avae  
Tonga Volleyball  
[dfaavae@gmail.com](mailto:dfaavae@gmail.com)

## Purpose

The education and development of referees and coaches in Oceania was the focus of the workshops held in Australia.

This report shares information about the 3 day AVC National Referees Chairperson seminar held in Canberra and the four day Coaching workshops in Sydney. As Tonga's representative, my goal was to attend, learn and present the information gathered to our clubs and players in Tonga.



Photo:

Left to right – Marina, James, Anne, Dave, Kerri, Siata, Ricky, Steward and Taitusi

## Contents

Purpose.....	1
Contents .....	2
Introduction.....	3
Chapter 1: AVC National Referees Chairperson seminar	4
1.1 PROPOSED VOLLEYBALL CALENDAR.....	4
1.2 OCEANIA REFEREE STRATEGY – 2016 to 2020 (Draft Vol. 2)	5
1.3 VOLLEYBALL INFORMATION SYSTEMS .....	7
1.3.1 FIVB Referee Online Database (FROD) .....	7
1.3.2 AVC funded courses.....	8
Chapter 2: Coaching Workshops .....	9
2.1 RUSSELL BORGEAUD – FORMER AUSTRALIAN VOLLEYROOS COACH	9
2.2 MARTY COLLINS – AIS VOLLEYBALL AUSTRALIA .....	10
2.3 OVID PROSILIS, CHRISTIE MOKOTUPU & ALBERTO – ENDEAVOUR ACADEMY	13
2.4 KERRI POTTHARST – OLYMPIC GOLD MEDALIST, BEACH VOLLEYBALL	15
Conclusion .....	18
ADDITIONAL PHOTOS .....	19

## Introduction

As a secondary school volleyball coach and umpire in Tonga, my passion is to develop volleyball within our schools. Endorsed by Hailame Minoneti, president of the Tonga Volleyball Federation, I was able to attend the Asia Volleyball Confederation (AVC) national referees seminar held in Canberra on the 14<sup>th</sup> and 15<sup>th</sup> of June. Coaching workshops were also organized from Friday 17<sup>th</sup> – Sunday 19<sup>th</sup>, alongside the World League competition between Australia, France, Italy and Belgium.

The trip to Australia for the seminar and the workshops was self-funded. My desire to go over to the seminar and workshops was to better understand ways that our teachers and schools, as well as clubs can effectively educate and develop our referees and coaches in Tonga.

The following federations and representatives were able to attend the sessions in Canberra and Sydney:

- Samoa Volleyball Federation – Peter Vaifale, Marina and Siata
- Fiji Volleyball Federation – Taitusi Naiduki and Billy Naulivou
- Cook Island Volleyball Federation – James Summers
- Solomon Island Volleyball Federation – Ricky and Steward Seuika
- Niue Volleyball Federation – Anne Tusani (on behalf of Nancy Palelei)
- New Zealand Volleyball Federation – Tim Hulls and Matt Wenn
- Tonga Volleyball Federation – Dave Fa'avae

The facilitators of the programme would like to see more of the federations represented and look forward to hosting it again in twelve months time. Recommendations were for at least 2 – 3 representatives from each federation attend the follow-up sessions in 2017.

I hope the information outlined in this report will encourage our federation and clubs to focus on the development of our referees and coaches, if we are to take volleyball in Tonga to another level. Also, check out the “*Did you know*” statements – contains useful facts from the sessions.

Thank you to OZVA<sup>1</sup> for the \$150 contribution to my accommodation cost during the trip. Last but not least, we would like to acknowledge James Summers and all the presenters who delivered and facilitated the referee seminar and coaching workshops – a job well done!

God bless you all!

Mālō ‘aupito. Tu’a ‘ofa atu

---

<sup>1</sup> OZVA – Oceania Zonal Volleyball Association



## Chapter 1: AVC<sup>2</sup> National Referees Chairperson seminar

*Facilitated by Dean Turner and Stephen Giugni*

*Tue 14 June, 2016*

### 1.1 PROPOSED VOLLEYBALL CALENDAR

The first session of the day was conducted by James Summers, the events commissioner for Oceania Volleyball, whose purpose was to not only explain his role but to suggest a proposed volleyball calendar with competitions for Federations within the Oceania region.

The 23 Volleyball Federations within Oceania are distributed into three sub-zones – eastern, western and central. Below is a tentative calendar:

#### Oceania Club Championship – 2017

- Each Federation will have their own club competition earlier in the year and the top 6 teams will then go into the Sub-Zone Club Competition at end of that particular year.
- The top 4 teams from their Sub-Zone Club Competition will then go into division 1 of the Oceania Club Championship in 2017

#### Oceania National Championship – 2018

- October – December of 2018
- This may change
- Sub-Zones can put a bid in to have events in each of their zone

#### Proposed events for 2016

There will be an Under 19 indoor competition towards the end of this year as well as a Beach Volleyball competition to be held in Fiji. Also, Fiji, Tonga and New Zealand have a game in October. Proposed referee courses (and may include coaching) will take place prior to the competitions described above.

Dean Turner, proposed the importance of generating growth from the referee courses as oppose to running courses for the sake of running courses. Having the referee courses before competitions is a good way to grow and develop referees in the region. As well, to develop and educate referees, effective ways

---

<sup>2</sup> AVC – Asia Volleyball Confederation

of monitoring and mentoring plus methods of assessment is vital to achieving this goal.

Dean raised the concern, running a week course is often too long, but then how do they monitor and mentor people and expertise around officiating and coaching grouping? Also, how do we get these assessments ongoing? Stated are some of the questions that require discussion and delayed to next year's seminar.

### Summary

- Oceania Club Champs – 2017, 2019
- Oceania National Champs – 2018, 2020
- Coaching-type courses

## **1.2 OCEANIA REFEREE STRATEGY – 2016 to 2020 (Draft Vol. 2)**

*By Stephen Giugni (pronounced as Goony) & Dean Turner*

Stephen – Oceania Referee Co-ordinator (Indoor and Beach)

- Completed his International course in 1998
- FIVB at International level for about 18 years
- Also involved with Para-Volleyball

Dean Turner

- Former International FIVB referee
- Asia Volleyball Confederation – Referees Committee

The Oceania Referee Strategy 2016 – 2020, still in its draft form focuses on the development of referees in Oceania. A priority is to increase the number of FIVB accredited technical officials by 10% per year.

### Strategic Development Plan (SDP) – 2014 to 2017

The outcomes of the 2014 to 2017 strategic development plan is to increase the delivery of officiating courses at all levels, establishment of an officiating framework and establishing a clear pathway (from National, Continental and International) for officials<sup>3</sup>.

---

<sup>3</sup> Officials refers to referees, technical advisors, coaches

As part of the SDP, local federations need to be provided with the tools and mechanisms for technical officials to develop and give back at the local level. The tools and mechanisms should allow the following:

- Officials to share what they have learnt
- Help referees communicate that back to their local level
- Help people develop the skills and mechanisms to do this – for example teacher delivery skills

It was also proposed that federations have a National Development Programme (NDP) that focus specifically on the following:

- Philosophies (foundation)
- Framework/ approach
- Implementation
- Good refereeing practice – knows & dos
- Interpretation
- Analysis/ evaluation
- Discussion – where to next?
- Effectiveness
- Future focus
- IRCC – International Referee Course
- Referee advisor/ Referee coach

There was also a lot of discussion about each federation having a development framework as part of the NDP. Part of the seminar was to talk with federations about developing an Oceania Framework however, this discussion is ongoing and is to be reviewed at the 2017 seminar.

### Australia's Framework

Below is a brief outline of Australia's Volleyball framework set on a curriculum related to courses and modules that focus specifically on volleyball knowledge and skills. There are four levels with compulsory and elective modules for indoor and beach volleyball.

Level 1 – Compulsory modules, General principles, Core modules – 10 points

Level 2 – A lot more core modules at the foundation level

- Talent identification
- Elite and mastery
- Basic tactics of the game
- Managing teams and managing people
- Communication
- Elective modules – 100 points

### Level 3 – Advanced modules at the elite level

- For National Referees
- National junior and league competitions
- Friendly International games
- Elective modules – 500 points

### Level 4 – Advanced modules at the elite level

- For Next internationals
- Current internationals
- Referee coaches
- Referee mentors and assessors
- Value, enjoyment and contributing to the game and the elite level

## 1.3 VOLLEYBALL INFORMATION SYSTEMS

*By Dean and Stephen*

*Wed 15 June, 2016*

### 1.3.1 FIVB Referee Online Database (FROD)

**Did you know?** *If a referee is not registered on the FIVB Online Database at the age of 40 or 41, he/ she cannot progress to become an international referee.*

The FIVB referee online database is used to gather and collate information about volleyball officials around the world. A person cannot progress and become an international referee if he/ she is not registered on the database.

User id and passwords into the FIVB referee online database - <http://www.fivb.org/vis2009/> - should be with all federation presidents. Once a referee is registered online through the database, it is his/ her responsibility to remind the president/ or person allocated to look after the online registrations to regularly update their profile. After officiating games, particularly games at the national or international levels (including friendlies), referees should request an update of their profile to show this.

The below are situations when the database should be used:

- International transfers of players
- Expectation that NF<sup>4</sup> will update their national referees
- Referees have to update their details themselves for eg, married and change of last name
- Upload documents (passport)
- Accept nominations (by referee & NF)
- ID = ref-nzl or ref-aus or ref-ton
- After all details are entered for each referee, then click on **INSERT** to save data entered
- Once documents are entered, click **INSERT** and then go back out and come back in and check document

**Did you know?** Can email [refereessportsevents@fivb.org](mailto:refereessportsevents@fivb.org) and ask for National Federation login details.

### 1.3.2 AVC funded courses

Every year there are courses funded by AVC:

- National courses – 5 days
  - Continental courses – 7 days
  - National Referees Chairman Seminar – 2 days
- AVC will only fund for 2 candidates to go – accommodation and a bit of money
  - Can have more candidates, but AVC will only fund 2
  - Courses are run at the same time with Oceania games or competitions

---

<sup>4</sup> NF stands for National Federation



## Chapter 2: Coaching Workshops

### 2.1 RUSSELL BORGEAUD – FORMER AUSTRALIAN VOLLEYROOS COACH

*Wed 15 June, 16*

Former Head Coach of Australian National Team

Now with Australian Institute of Sport (AIS)

AVC Coaches Commission

[russell.borgeaud@ausport.govt.au](mailto:russell.borgeaud@ausport.govt.au)

#### Coaching Philosophy<sup>5</sup>

- Repetitive training for eg, repetition of basic skills
- Have a competitive game at end of every training for eg, if the training is focused on blocking skills, then competitive game at the end of the training has to focus on blocking and must get points on blocking i.e., 3, 2, 1 points system (3 points for a cool block, 2 standard block, 1 for touch block, but ball goes out)
- Coaching education vs coaching development – What is it? How does it filter out?
- How did it go? What can be better? How can we improve that?
- How can coaches give each other feedback?
- Qualities – communication skills, working in a team
- Technical skills – 90% going through from State reps and have the passion and qualities to go through coaching, 10% not played

---

<sup>5</sup> Coaching Philosophy – to do with fundamental ideas, principles and beliefs



Photo: Steward, Shane, Ricky and Peter with Russell on a tour at AIS

## 2.2 MARTY COLLINS – AIS VOLLEYBALL AUSTRALIA

Fri 17 June, 16

Coach at AIS Volleyball Australia  
Centre of Excellence

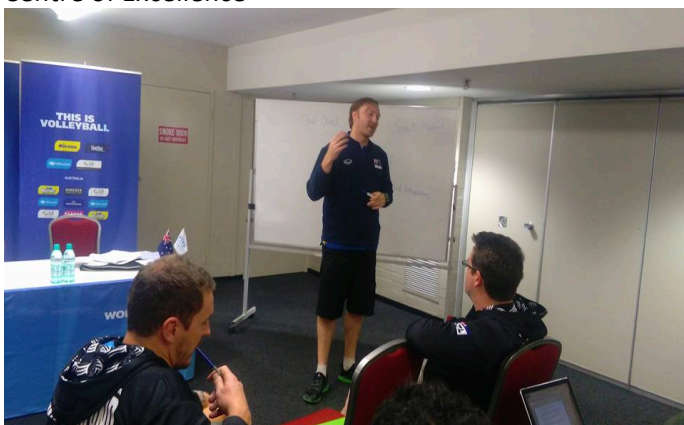


Photo: Marty's session – with Matt and Tim

**Did you know?** *If you're a coach that is fixed in your ways and not open to learning – this can prevent you from becoming a better coach! A growth mindset is the way to go.*

**Did you know?** *Skill equals "technique x decision making". Players should be given the opportunity to practice a technical skill as well as making decisions at the same time*

### Coaching Philosophy

- Making it fun
- Problem solving i.e., giving them a game/ task and they have to solve it
- Start with easy drills and then add a few more things to their training
- All drills at the net – raised the question, is a drill effective if it is not at the net
- Growth mindset not fixed – Carol Dweck
- Lessons from John Cassell (Volleyball USA) – to do with research and scientific evidence
- The “net” has characteristic of volleyball
- High ball pass and knowing where net is

### Philosophy of Training

- The net is gold
- Keep score.
- Score things – can change scoring to get different outcomes
- Put a score on it – changes behaviour – tells athletes what we value – what we value for us – everything is counted but not everything counts
- What does that one feel like? Did you get a good feel of that?

### Ball Training Skills

- Warm up to reflect the game
- Running laps around the court – what does that actually achieve? What volleyball skill is running around the court focused on?
- Warm up drills to use balls
- Drills to always try and use the net
- Effective pepper drills = dig, set, spike over the net = two man, try use the net always
- NET – has characteristic of volleyball
- High ball pass and knowing where net is

### Growth vs Fixed Mindset

- Carol Dweck – Two mindsets
- **Growth mindset** is seeing obstacles and problems as an opportunity to learn – embrace the challenge
- Fixed mindset is when a coach or player doesn't think they can do it; not open to learning thus gives up
- Sees F.A.I.L as – first attempt in learning – failure is about learning
- Sees S.A.I.L – second attempt in learning

Growth Mindset in selecting players

- Criteria for player selection?
- Do we focus more on a player's attitude or height or whether they are open to learning?
- Do coaches think of ways to improve those negative attitudes – does the coach have a Growth Mindset? What can we do with them? Can we slowly and surely improve their attitudes?

Team Values

- Senior team – what do we expect in our team? Team values
- Junior team – these are our expectations

Inter-personal Relationships

- Feedback – the way you feedback them on things for eg, “I know you missed that jump serve, that's fine. I know you can do it”.
- “I know it's difficult, but I know you can do it”
- External vs Internal Feedback
  - Internal – related to skills; must stand like this to pass
  - External – ball shaped hands, hold a chines bowl in hands, bow and arrow
  - External feedback relies on learning that is context specific and based on everyday activities that players are familiar with for eg, can a skill be taught using everyday examples in Tonga or Samoa?
  - See John Cassell podcasts – set the ball, shoot the cannon, be like superman – example of external feedback
- Corrective (negative) vs Re-inforcement (positive; catch them being good – well done, that's great, this is what we wanted)
  - Give them 3 goes before correcting him/ her
  - How do you feel about that?
  - Asking questions rather than telling them what to do
  - What questions to ask to get the desired outcome
  - Growth mindset – use of appropriate questions

Training Plans

- Goals and Outcome
- Is training plan achieving those goals?

Example: 120 mins (2 hours)

- Serve receive training
- Short, sharp movements NOT running
- Coach talk – 3 mins
- Warm up – 3 mins
- Game – 10 mins

- More game like – more transfer to real game
- Game teaches the game
- Lots of reps are good, but the game-like situation is better

#### Focus on Service Receive

- 2 vs 2 half court, 3 vs 3 half court
- 6 vs 6 full court
- Half court then progress to full court
- Not giving specific serves in an area, but getting players to perform any serve and get players to make decisions

### 2.3 OVID PROSILIS, CHRISTIE MOKOTUPU & ALBERTO – ENDEAVOUR ACADEMY

*Sat 18 June, 2016*

Endeavour Academy, NSW Volleyball

Endeavour High Performance, 10 teams in Endeavour Academy

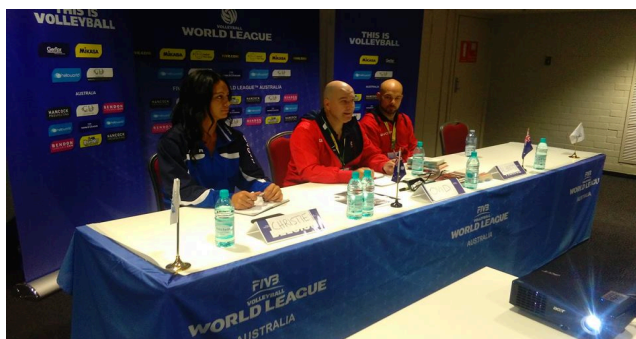


Photo: Christie, Ovid and Alberto – Endeavour Academy

#### Coaching Philosophy – Ovid Prosilis

- Adopting an attitude of being a learner
- Ovid – his objectives was to start from zero knowledge
- What's the world's best practice?
- Looked at Karch Kiraly<sup>6</sup> – 3 time Gold medalist at Olympics, 2 in indoor and 1 in beach

---

<sup>6</sup> Karch Kiraly – born as Charles Frederick Kiraly. FIVB honoured him as the greatest volleyball player of the 20th century. Won Olympic gold medals in indoor and beach.



- Looked at access to volleyball information rather than mainly focusing on performance
- Joined the AVCA – American Volleyball Coaching Association
- Endeavour will have a team in the Australian Volleyball League (AVL)

#### American Programme

- CAP – coach accreditation programme – CAP1, CAP2, CAP3, High Performance Programme

#### Christie Mokotupu

- At 17 years of age, she represented the Australian Womens Volleyball Team in the Olympics
- Christie is of Cook Island descent

#### Book 1: The Talent Code

Written by Daniel Coyle

- Talks about Science movement, brain
- Talent code – determined by the way the brain works
- Myelin nerve – not nature or nurture
- Myelination process – default process
- Stress makes the myelination thicker/ more
- What firing circuits?

#### When passing

- Decision making = Left is right, right is wrong at serve receive
- Seam – gap between the passers
- Channel – attack line and net

#### Book 2: Legacy

Written by James Kerr

- Talks about a culture of success – NZ All Blacks
- Technique – what is the proper movement pattern that we want to myelinate?
- First Polynesian player – came into the All Blacks in 1970

#### Book 3: Mindset

Written by Professor Carol Dweck

- Failure – seen as data – see failure as just data not attributes of who you are – ask questions – what are the things that you can change?
- Results vs ‘the process’
- Did you myelinate that process?
- Myelinate the proper movement

### Learning Styles

- Listen
- Visual
- Mimick/ mirror
- Kinesetic – just do it

### Swing Blocking

- Movements – 3 step crossover
- Eye, foot, arm, hand
- Better to be late in moving to block than early coz setter can see if blocker moves early
- Delay and wait before moving to block – do not move until set is made
- Medium pass = arms down by middle player then blocking outside, but arms up first for quick middle block
- Bunched blocking – all getting together
- Gold Medal Square

## 2.4 KERRI POTTHARST – OLYMPIC GOLD MEDALIST, BEACH VOLLEYBALL

Sun 19 June, 2016

*Gold Medal Excellence – The Mindset of a Champion*



Photo: James presenting Kerri with the Oceania Bula aloha shirt

**Did you know?** A good game plan for coaches is to remind teams to “Push in the beginning – hold in the middle – push at the end”

**Did you know?** Setting is the difference – most important skill in beach volleyball

### The Law of Attraction

Letting people know what your goal is and what you want to achieve. The mindset of a champion is Kerri's philosophy of what made her and her partner become Olympic champions in beach volleyball. A lot of it was to do with planning and setting goals that were overall goals as well as specific.

### Setting Goals – overall goal and specific

- Find things that inspire players – music, movies that have sports and inspirational outcomes – find things that inspire players
- Setting goals higher – set higher than what people think they can do – DREAM BIG
- How can we make it better?
- Values have align with their goals to enable them to succeed

### Planning

- Have a purpose – “Our purpose is to.....”
  - To.....
  - To.....
  - To.....
  - To.....
- Have a code of conduct – “We will.....” (rules)
  - We will respect others and their opinion
- Our Winning Way.....
  - Play as one
- Standard of Champions – I am.....(personal attributes)
  - I am strong in emotion and spirit

### Beach Volleyball

- Hitting attack – go straight and hit, not go around and hit (that's indoor)
- How can you get to the ball quicker without having to make many touches on the ball?
- Pepper – dig, set, spike over the net
- Passing is the key to great game
- Setting is the difference – most important skill in beach volleyball
- Lactic acid in legs and muscles – then work on the mental, remind them to keep the platform
- L – pass the ball on an L
- Pass and use hip to move to
- Pass the L, and set an up-and-down ball
- Give communication that means something

### 3-2-1-0 – scoring

- 3 – perfect pass
- 2 – out of the court
- 1 – define?
- 0 – ace serve/ no pass

### Jump Serves

- Take the lower risk rather than high risk
- Serve from middle to middle (low risk), but hard
- Give a little bit of space on court, but work out what server's serving strengths or weaknesses
- Get to success, in the least amount of time – LESS movements/ LESS moves
- Players are together – use elastic and give them a free ball
- KISS – beach called it 'keep it SMALL stupid'
- Go to the player's strengths

## Conclusion

Before I conclude, I would like to thank OZVA<sup>7</sup> for the \$150 contribution towards my accommodation in Sydney.

The sessions held in Canberra about referee development and education was fantastic. OZVA's strategic plan to develop and educate our referees in Oceania is timely. As a former secondary school teacher, my goal has always been about developing teachers and students understanding of volleyball.

At one of the sessions in Canberra, Dean Turner commented on ways to improve the game in Oceania that made me think about our situation in Tonga. He said, *"the only way to develop the game in Oceania and improve the level of competitiveness required at World League level is to develop our referees and coaches"*. This is exactly what we have to do in Tonga.

For the sake of our young players in Tonga whom God has blessed with natural skill and flair, I hope our federation and its executive members find a way to see past the political issues and focus on developing the game in Tonga. To do that, we need to ensure our referees and coaches are up to date with relevant knowledge and training available. If not, the worst case is that we will be left behind and our young players suffer as a result.

Writing up this report and sharing it with our clubs and players was the reason I chose to self-fund my trip to the referee seminar and coaching workshops in Australia. We have talented and amazing up and coming young players that need the development and who are willing to learn.

We as a federation need to make use of the resources coming our way.

Let us be motivated together!

Faka'apa'apa Lahi Atu.

Dave Fa'avae

---

<sup>7</sup> OZVA – Oceania Zonal Volleyball Association



## ADDITIONAL PHOTOS



Photo: Belgium and Australia getting ready to play



Photo: During national anthem for Belgium before playing Italy in Sydney



Photo: Talanoa (discussion) with the coach of the French mens team – Laurent Tillie



Photo: Billy watching the Australian Volleyroos during training